

**From:** [Wipper, Janette - OFCCP](#)  
**To:** [Siniscalco, Gary R.](#)  
**Cc:** [juana.schurman@oracle.com](#); [Shauna Holman Harries](#); [Connell, Erin M.](#); [Charles Nyakundi](#); [Eliasoph, Ian - SOL](#); [Bremer, Laura - SOL](#)  
**Subject:** RE: ORACLE/HQCA - CONCILIATION MEETING  
**Date:** Friday, October 07, 2016 4:57:27 PM  
**Attachments:** [image003.png](#)  
[image004.png](#)

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Dear Mr. Siniscalco,

Thank you for your message and your time yesterday. We share your interest in moving forward in a cooperative and productive manner. We look forward to your response by October 27.

Regards,  
Janette Wipper

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**From:** Siniscalco, Gary R. [mailto:[grsiniscalco@orrick.com](mailto:grsiniscalco@orrick.com)]  
**Sent:** Friday, October 07, 2016 8:41 AM  
**To:** Wipper, Janette - OFCCP  
**Cc:** [juana.schurman@oracle.com](#); [Shauna Holman Harries](#); [Connell, Erin M.](#); [Charles Nyakundi](#)  
**Subject:** ORACLE/HQCA - CONCILIATION MEETING

Dear Ms Wipper, thanks again to you and your team for the meeting yesterday.

While we do believe that Oracle has been prejudiced in numerous ways as we have described over time; Ian's observations about putting aside and moving beyond the contentious history were well-taken.

We all feel the conciliation meeting was very productive, and moved both sides in a positive direction. We're hopeful that we can continue to move forward positively and cooperatively.

**Gary R. Siniscalco**  
Attorney-at-Law

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**From:** [Eliasoph, Ian - SOL](#)  
**To:** [Siniscalco, Gary R.](#)  
**Cc:** [Connell, Erin M.](#); [Bremer, Laura - SOL](#)  
**Subject:** RE: ORACLE/HQCA - CONCILIATION MEETING  
**Date:** Friday, October 7, 2016 9:59:18 AM  
**Attachments:** [image003.png](#)  
[image004.png](#)

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Thanks Gary. I agree that the meeting was productive. We look forward to Oracle's response (including any counter-offer) by October 27. For now, please continue to direct your correspondence on this matter to OFCCP.

Hope your travels in the next few weeks go well.

Ian Eliasoph  
Tel: (415) 625-7746  
Fax: (415) 625-7772

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**From:** Siniscalco, Gary R. [mailto:[grsiniscalco@orrick.com](mailto:grsiniscalco@orrick.com)]  
**Sent:** Friday, October 07, 2016 8:45 AM  
**To:** Eliasoph, Ian - SOL  
**Cc:** Connell, Erin M.  
**Subject:** ORACLE/HQCA - CONCILIATION MEETING

Hi Ian, nice to see you present and involved in the conciliation process. Also appreciated your effort to moderate the contentious history.

I agree we need to move past it all. To be clear, we do believe that Oracle has been prejudiced in numerous ways as we have described. I am comfortable and confident that, putting aside the FCCM items, we have documented these issues. As you say, we may end up in litigation on all this and will let a judge decide what's relevant, prejudicial, etc. If at any time you want to see the record, in its full context, I'd be happy to sit down and walk you through it.

That said, we all think the conciliation meeting was very productive, and moved both sides in a positive direction. We're hopeful that we can continue to move forward positively and cooperatively.

Gary R. Siniscalco

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